



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington, D.C. 20507

**NOTICE TO EMPLOYEES**  
POSTED BY ORDER OF THE  
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
An Agency of the United States Government

Consistent with the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and the U.S. Equal Employment Opportunity Commission (EEOC) regulation 29 C.F.R. Part 1614, this Notice is posted pursuant to a decision and order issued on March 13, 2023, by the EEOC, which found that the U.S. Department of Health and Human Services (Agency) violated Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. This violation occurred at the National Institute on Deafness and Other Communication Disorders, National Institutes of Health, in Bethesda, Maryland (Facility).

Federal law requires that there be no discrimination against any employee, or applicant for employment, because of an individual's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, GENETIC INFORMATION, or DISABILITY with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. Federal law also prohibits RETALIATION for filing an Equal Employment Opportunity (EEO) complaint or otherwise participating in the EEO process.

This Facility was found to have unlawfully discriminated against an employee based on retaliation on July 10, 2017. Consequently, this Facility was ordered to: 1) rescind and expunge an adverse action; 2) pay compensatory damages; 3) post this notice; 4) provide training on retaliation in the workplace; and 5) pay attorney's fees.

This Facility will ensure that officials responsible for personnel decisions, and terms and conditions of employment will abide by the requirements of all federal EEO laws and will not retaliate against employees who file EEO complaints.

This Facility will comply with federal EEO laws and will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal EEO laws.

Duly Authorized Agency Representative:

A handwritten signature in black ink, appearing to read "Timothy J. Whelan". The signature is written in a cursive style with a large, sweeping initial "T".

Date Posted: 4/20/2023

This Posting Expires One Year from the Date Posted

29 C.F.R. Part 1614